



Ferry Beach Park Association

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MINUTES

FBPA Board meeting of February 5, 2022

Meeting via Zoom

(Minutes prepared by Bd. Secy. Ron Willett)

Participants: Executive Director Cathy Stackpole, Board President Marty Burgess, Vice President Caitlin Peale Sloan, Secretary Ron Willett, Treasurer Doug Atkins, and Directors Alan Shepard, Meghan Chan, Richard Plumb, Pamela Emery, Kathleen Dziadzio and Doug Edwards.

Board President Marty Burgess called the meeting to order at 8:32 a.m.

* Covenant – Richard P. read a section of the Board Covenant: “Acceptance of responsibility for nurturing and sustaining Ferry Beach by practicing the core principles of right relations, financial sustainability and truth based on fact.”

* Marty proceeded with review of the **Agenda** prepared in advance and made available.

* **Check -in:** Each participant offered a brief personal check-in.

* **New Business:**

* **Prior meeting Minutes:** Board meeting of Oct. 24, 2021: After Ron reported that no comments or corrections were submitted, **it was moved by Pam E. and seconded by Alan S. to approve the Minutes as submitted.**

* **New HR policy statement:** Ron noted that his proposal for a new policy statement, “Policy Regarding Personnel Matters,” had been distributed previously and discussed in the prior Board meeting, and **Ron moved that the policy statement now be approved by the Board. The motion was seconded by Kathleen. Following brief discussion the motion was approved unanimously.** The new policy is stated as follows, located in the Drive/Board Annex/Policies:

Policy Regarding Personnel Matters”

The Board of Directors acknowledges its role as a policy-governance board which hires an Executive Director who hires and supervises employees.

The Board of Directors is not involved in the workplace relationships between the Executive Director and employees. Directors and Officers do not engage themselves in these relationships, although Directors and Officers may provide labor and support for staff functions and tasks under the supervision of the Executive Director or its designee.

The Board of Directors acknowledges its potential value to the Executive Director in assisting in resolution of personnel issues. Accordingly, nothing in the Board’s personnel policy shall be interpreted to preclude the Executive Director from requesting such assistance or mediation. Any such requests shall be directed to the President of the Board of Directors, who will determine the appropriate course of action.

* **2022 Budget:** Cathy noted that copies of a proposed budget for FY2022 was in the materials for this meeting, and she offered comments thereon. She responded to a few questions about various details, noting that the figures anticipate a healthy increase in retreat income from “outside groups” (non-church and non-FB retreats). Some discussion focused on this potential, with general consensus around support. **It was moved by Alan S. and seconded by Doug E. to approve and accept the 2022 budget as submitted.**

* **President’s report:** Marty B. discussed his hope that the Board can move toward more accountability with respect to its action items, especially work taken on by committees or groups. Some discussion ensued about whether there is a need to assign oversight in this regard, with consensus emerging that the current slate of Board officers should be sufficient oversight for now.

Ron expressed a desire for the Directors to communicate more regularly and Alan noted the challenges involved for any who maintain non-FB email addresses as primary. Ron expressed willingness to add such addresses to his messages upon a Director’s request.

* **Treasure’s report:** Doug Aktins was joined by Cathy Stackpole in offering a few comments on the December 2021 financial report that was included in materials for this meeting, joined by Cathy Stackpole in noting the percentages of income and expenses in comparison to budget and 2020 figures.

* **Exec Director’s report (Cathy Stackpole):**

Personnel: Cathy noted the recent hiring of Lisa Lacroix as a program manager/assistant director.

Spring, first glance: Cathy reported that she is outreaching to church group that have been booking spring weekends, noting with each the need for commitments, with numbers, in advance, as there can be other groups who have definite dates and numbers who usually book spring dates at this time of year.

Facilities upgrades: Cathy described recent renovations and upgrades in Rowland, especially the meeting rooms, and noted that planning proceeds toward making Rowland rooms useful during winter months.

Covid-19 Vaccination Policy: Cathy had included in materials for a proposal to ensure safety from Covid-19 related risks for employees of Ferry Beach. The policy requires all employees to be fully vaccinated or appropriately exempted beginning May 2022. **After some discussion it was moved by Doug E. and seconded by Pam E. to approve the policy as submitted. The policy was then approved unanimously.** The text of the policy is posted in the Board Annex:

<https://docs.google.com/document/d/13nYvDxMiT7YdDW-W2PyVbiFjgYzF3Sj/edit?usp=sharing&oid=102727877937945873484&rtpof=true&sd=true>

* **Nominating Committee:** Kathleen D. offered comments on the report that she submitted for this meeting, a copy of which is found in the Drive:

<https://drive.google.com/file/d/1bQMi2sKEMiayW25xUlBxfD3gNU0yC9iQ/view?usp=sharing>

FUTURE BOARD MEETINGS: It was agreed the Board will meet next as follows:

- Committee of the Whole (via Zoom) meeting on March 20 at 7:30 p.m.
- Strategic Planning Retreat on campus at Ferry Beach April 22, 23 & 24

Adjournment: At 9:41 a.m. it was duly moved, seconded and approved to adjourn the meeting.